

2020 SEP 18 AM 10:11

CITY OF LAFAYETTE

Ordinance No. 2020-30

**An Ordinance Fixing the Salaries of the Appointed Officers and Employees
of the City of Lafayette, Indiana, for the Year 2021,
Excluding the Sworn Protective Occupation and Law Enforcement Members of the Police
and Fire Departments**

Be it ordained by the Common Council of the City of Lafayette, Indiana:

Section 1: That all appointed officers and employees of the Civil City of Lafayette, except sworn Protective Occupation and Law Enforcement Members of the Police and Fire Departments of the City of Lafayette, shall be classified by the departments, positions, and classifications herein designated, on **Exhibit A**, made a part hereof, and that no changes be made in any classification without the approval of the Mayor and Common Council as outlined in Resolution 98-15, as may be amended from time to time.

Section 2: That the following scale of Initiation, Step 1, Step 2, Maximum Salaries is hereby fixed and authorized as a scale of approved job classifications as set forth on **Exhibit B** made a part hereof. It shall be the City's policy that no employee shall be paid below the minimum and the maximum shall not be exceeded, except for shift differentials, clothing allowance, approved vehicle allowance, approved overtime pay, approved accrued vacation payoff upon termination, or FLSA earned compensatory time. Notwithstanding the foregoing, any individual who now holds a position for which the maximum salary on the scale set forth in **Exhibit B** is an amount less than the current salary of the individual, shall not be reduced in salary. Salaries are based on a bi-weekly pay period as recommended by the State Board of Accounts.

Section 3: The following is a true and complete listing of all positions of all appointed officers and employees of the Civil City of Lafayette, except sworn Protective Occupation and Law Enforcement Members of the Police and Fire Departments, by Department, Position Title, and Classification.

Section 4: Upon authorization of the Department Head, any employee who meets the FLSA requirements to be compensated for a shift differential for hours worked shall be paid in accordance with the scale set forth in **Exhibit B**.

Section 5: That, assuming sufficient revenues exist and the 2021 approved budget provides for all positions, from and after the first day of January, 2021, the salaries and wage schedule of all appointed officers and employees of the City of Lafayette, Indiana excluding sworn Protective Occupation and Law Enforcement Members of the Police and Fire Departments shall be as set forth as attached.

Section 6: This Ordinance shall be in full force and effect after passage by the Common Council and approval by the Mayor.

ADOPTED AND PASSED BY THE COMMON COUNCIL of the City of Lafayette,
Indiana this _____ day of _____, 2020.

Nancy Nargi, President

ATTEST:

Cindy Murray, City Clerk

Presented by me to the Mayor of the City of Lafayette, Indiana, for his approval and
signature this _____ day of _____, 2020.

Cindy Murray, City Clerk

This Ordinance approved and signed by me on this _____ day of _____, 2020.

Tony Roswarski, Mayor

ATTEST:

Cindy Murray, City Clerk

Sponsored by: Mayor Tony Roswarski

EXHIBIT A - Ordinance 2020-30
2021 Position Listing by Department

Department	Quantity	Position	Classification
1 Mayor & Communications			
	1	Executive Assistant	SO
	1	Director Marketing and Communications	SO
	1	Communications Manager	PAT IV
2 Controller			
	1	Controller	SO
	1	Deputy Controller	EXEC II
	1	Account Payable Manager	PAT V
	1	Accounting Manager	PAT V
	1	Capital Asset Manager	PAT V
	1	Payroll Coordinator/Accountant	PAT V
	1	Accountant	PAT IV
3 Clerk			
	1	1st Deputy Clerk	SO
	1	Deputy Clerk	COMOT III
4 Human Resources			
	1	Human Resources Director	EXEC II
	1	Human Resources Assistant Director	PAT V
	1	Human Resources Coordinator	PAT III
6 Facilities			
	1	Facilities Director	SAM III
	1	Maintenance Supervisor	LTC V
	2	Maintenance Technician	LTC IV
	1	Custodial Supervisor	LTC III
	1	General Maintenance	LTC II
	2	Senior Custodian	LTC II
	2	Custodian	LTC I
7 Engineer			
	1	City Engineer/Public Works Director	SO
	1	Public Works Assistant Director	EXEC II
	1	Assistant Engineer	SO
	1	Community Parks & Urban Forestry	PAT III
	1	Construction Manager	PAT V
	1	Office Manager	PAT III
	1	Administrative Assistant	COMOT III
	2	Electrical Inspector ("Journey" level)	SO
	4	Building Inspector	PAT III
	1	ERP Project Manager	PAT III
	1	Building Commissioner	SO
	1	Public Works Inspector	PAT III
	1	Engineering Tech	PAT III
	2	Code Enforcement Inspector	PAT III
	1	Secretary-BOZ Appeals (part-time)	SO

**EXHIBIT A - Ordinance 2020-30
2021 Position Listing by Department**

Department	Quantity	Position	Classification
8 Board of Public Works			
	4	Board of Works Member	SO
9 Animal Control			
	1	Supervisor	SAM I
	3	Animal Control Officer	LTC III
10 Fire			
	1	Chief	EXEC II
	1	Administrative Manager	PAT IV
	1	Administrative Assistant	COMOT III
	2	Civilian Fire Inspector	PAT III
	1	Technical Support Specialist	PAT V
	5	Merit Commissioners	SO
	3	Communications Technician	POLE-CIV
	1	Custodian	LTC I
	1	Civilian Senior Fire Inspector	PAT IV
11 Police			
	1	Chief	EXEC II
	1	Uniform Division Technician	PAT II
	1	Chief Records Technician	PAT II
	1	IDACS Technician	COMOT II
	7	Records Technician	COMOT II
	2	Crime Analyst	SAM I
	1	Property & Evidence Manager	COMOT III
	2	Property & Evidence Technician	COMOT II
	5	Merit Commissioners	SO
	64	Crossing Guards	SO
	1	Chief's Administrative Coordinator	COMOT III
	1	Investigation Administrative Coordinator	COMOT III
	1	Chief Communications Officer	POLE-CIV
	1	IDACS Coordinator	POLE-CIV
	26	Communications Technician	POLE-CIV
	1	Administrative Services Administrator	PAT II
12 Purchasing			
	1	Purchasing Manager	PAT V
13 Sanitation			
	1	General Foreperson	SAM I
	20	Truck Driver/Collector	LTC IV
	6	Truck Drivers	LTC III
16 Parks			
	1	Superintendent	EXEC II
	1	Director of Operations/Projects	EXEC I
	1	Director of Facilities & Grounds	SAM III
	1	Asst Director of Facilities & Grounds	SAM II
	1	Project Manager	SAM I

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2021 Position Listing by Department**

Department	Quantity	Position	Classification
	1	Marketing Manager	PAT III
	1	Grounds & Snow Supervisor	LTC IV
	1	Landscape Supervisor	LTC IV
	1	Building Construction Supervisor	LTC IV
	1	Aquatics & Equipment Supervisor	LTC IV
	2	Maintenance Technician	LTC IV
	1	Maintenance Technician/Ride Mechanic	LTC IV
	12	General Maintenance Laborer	LTC II
	1	Safety & Security Director	PAT III
	1	Asst. Safety & Security Director	PAT II
	1	McAllister Center Manager	PAT IV
	1	McAllister Center Assistant Manager	PAT III
	1	Program Coordinator	PAT II
	1	Zoo Director	SAM III
	1	Zoo Assistant Director	PAT IV
	1	Head Zookeeper	PAT III
	5	Senior Zookeeper	PAT II
	1	Zoo Education Director	PAT III
	1	Zoo Education Assistant Director	PAT II
	1	Marketing/Support Services Asst.	COMOT I
	1	Administrator/Customer Service	COMOT III
	1	Maintenance Coordinator	COMOT III
21 Motor Vehicle			
	1	Street/Sanitation Commissioner	EXEC II
	1	Manager of Operations/Projects	SAM III
	3	Assistant Foreperson	LTC V
	9	Equipment Operator	LTC IV
	13	Truck Driver	LTC III
	16	Laborer	LTC II
	1	Radio Operator	COMOT II
	1	Administrative Coordinator	COMOT III
	1	Community Ordinance Technician	COMOT II
22 Traffic			
	1	Traffic Operations Director	LTC V
	3	Traffic Technician	LTC III
23 Fleet Maintenance			
	1	Director of Fleet Maintenance	SAM III
	1	General Foreperson	SAM I
	8	Mechanic	LTC IV
	2	Parts Technician	PAT II
	1	Tire Technician	LTC III
	1	Inventory Control Accounting Manager	PAT III

**EXHIBIT A - Ordinance 2020-30
2021 Position Listing by Department**

Department	Quantity	Position	Classification
24 Redevelopment/ED			
	1	Economic Development Director	EXEC II
	1	ED Assistant Director	PAT V
	1	Senior Planner/Project Manager	PAT IV
	1	Planner/Project Manager	PAT III
	1	Administrative Coordinator	COMOT III
30 Information Technology			
	1	Information Technology Director	EXEC II
	1	Network Engineer	EXEC I
	1	Systems Engineer	EXEC I
	1	Senior Technology Specialist	PAT V
	1	Systems Administrator	PAT V
	1	Applications Specialist	PAT V
	1	Data Analyst	PAT V
Water & Lafayette Renew Utility Billing Office (UBO)			
	1	Utility Billing Director	SAM III
	1	Accounting Manager	PAT III
	1	Customer Service Manager	PAT III
	1	Billing Manager	PAT III
	1	Billing Coordinator	PAT II
	2	Receivable Coordinator	PAT II
	1	Collection Coordinator	PAT II
	6	Customer Service Specialist	COMOT II
601 Water			
	1	Superintendent	EXEC II
	1	Assistant Superintendent	SAM IV
	1	Chief of Distribution	SAM III
	1	Chief of Customer Service	SAM III
	1	Maintenance Foreperson	LTC V
	1	Operations Foreperson	LTC V
	1	Administrative Assistant	COMOT III
	1	Inventory Cost Accounting Manager	PAT IV
	2	Construction Foreperson	LTC V
	1	Customer Service Foreperson	LTC V
	2	Public Works Inspector	PAT III
	1	Backflow/Cross Connection Inspector	PAT III
	2	Backhoe Operator	LTC IV
	6	Construction Maintenance	LTC IV
	2	Locator/Construction Maintenance	LTC IV
	8	Customer Service Field Technician	LTC IV
	1	Laboratory Technician	LTC IV
	4	System Operator	LTC IV
	3	Facility/Maintenance	LTC IV

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2021 Position Listing by Department

Department	Quantity	Position	Classification
606 Lafayette Renew			
	1	Superintendent	EXEC II
	1	Assistant Superintendent	SAM IV
	1	Chief of Operations	SAM III
	1	Chief of Maintenance	SAM III
	1	Chief of Surveillance/Pretreatment	SAM III
	1	Chief of Sewer Collections	SAM III
	1	Construction Manager LTCP	SAM III
	1	Customer Service Manager	PAT III
	1	Chief of Laboratory	SAM III
	1	Commercial Trap Inspection Technician	LTC V
	1	Inventory Control Accounting Manager	PAT V
	1	Inventory Control Accounting Clerk	PAT III
	2	Laboratory Technician	LTC IV
	1	Maintenance Foreperson	LTC V
	1	Maintenance/Design Electrician	LTC V
	5	Maintenance Technician	LTC IV
	3	Operations Foreperson	LTC V
	7	Operations Technician	LTC IV
	2	Sewer Foreperson	LTC V
	11	Sewer Technician	LTC IV
	1	Surveillance Foreperson	LTC V
	2	Surveillance Technician	LTC IV
	1	Public Works Inspector	PAT III
	1	General Maintenance Technician	LTC II
	1	Information Manager	PAT V
	1	Administrative Coordinator	COMOT III
606 Stormwater			
	1	Assistant Superintendent	SAM IV
	1	Chief of Storm Operations	SAM III
	1	Green Infrastructure Manager	LTC V
	2	Storm Foreperson	LTC V
	1	Surveillance Technician	LTC IV
	12	Stormwater Technician	LTC IV
	1	Watershed Coordinator	LTC V
	1	Stormwater Educator	PAT III
620 Parking Operations			
	1	Manager	LTC V
	1	Lead Parking Technician	COMOT III
	1	Parking Technician	LTC II
	2	Downtown Security Officer	LTC II

EXHIBIT B - Ordinance 2020-30
2021 Bi-Weekly Wage Scale By Classification

Classification	Initiation	Step 1 (1 Year)	Step 2 (3 years)	Maximum
LTC I	\$ 1,174.22	\$ 1,232.50	\$ 1,287.34	\$ 1,347.82
LTC II	\$ 1,364.30	\$ 1,431.46	\$ 1,496.09	\$ 1,565.77
LTC III	\$ 1,568.33	\$ 1,643.10	\$ 1,720.40	\$ 1,802.79
LTC IV	\$ 1,778.67	\$ 1,863.60	\$ 1,952.31	\$ 2,046.11
LTC V	\$ 2,000.48	\$ 2,096.79	\$ 2,196.89	\$ 2,303.35
SAM I	\$ 2,144.95	\$ 2,247.59	\$ 2,356.57	\$ 2,470.64
SAM II	\$ 2,293.22	\$ 2,404.75	\$ 2,520.07	\$ 2,642.99
SAM III	\$ 2,449.11	\$ 2,566.96	\$ 2,691.16	\$ 2,821.68
SAM IV	\$ 2,651.87	\$ 2,779.86	\$ 2,915.48	\$ 3,057.39
COMOT I	\$ 1,228.70	\$ 1,285.74	\$ 1,346.54	\$ 1,415.00
COMOT II	\$ 1,469.48	\$ 1,539.19	\$ 1,611.42	\$ 1,688.72
COMOT III	\$ 1,658.30	\$ 1,736.90	\$ 1,820.51	\$ 1,906.69
PAT I	\$ 1,294.60	\$ 1,355.43	\$ 1,420.07	\$ 1,487.23
PAT II	\$ 1,621.54	\$ 1,698.86	\$ 1,778.67	\$ 1,863.60
PAT III	\$ 1,997.93	\$ 2,094.25	\$ 2,195.62	\$ 2,300.82
PAT IV	\$ 2,152.54	\$ 2,255.18	\$ 2,364.18	\$ 2,478.25
PAT V	\$ 2,333.76	\$ 2,446.54	\$ 2,564.42	\$ 2,688.62
EXEC I	\$ 2,822.95	as determined by Mayor		\$ 3,135.09
EXEC II	\$ 3,171.45	as determined by Mayor		\$ 3,497.65
EXEC III	\$ 3,646.67	as determined by Mayor		\$ 3,826.64

EXHIBIT B - Ordinance 2020-30
2021 Bi-Weekly Wage Scale By Classification

Classification	Initiation	Step 1 (1 Year)	Step 2 (3 years)	Maximum
<u>SO (Special Occupation)</u>				
City Engineer/Public Works Director				\$ 4,401.27
Mayor's Exec. Asst.	as determined by Mayor			\$ 2,089.38
Director Marketing & Communication	as determined by Mayor			\$ 2,525.00
1st Deputy Clerk	as determined by Mayor			\$ 2,131.15
Controller	as determined by Mayor			\$ 4,401.27
Asst. Engineer (Licensed)	as determined by Mayor			\$ 2,766.52
Electrician	as determined by Mayor			\$ 2,880.56
Building Commissioner	as determined by Mayor			\$ 2,880.56
Secretary-BOZ Appeals				\$ 59.59
Board of Public Works				\$ 168.14
Fire Merit Commissioner			Per Diem	\$ 81.00
Police Merit Commissioner			Annual Salary	\$ 975.00
Crossing Guard			Daily Rate	\$ 38.68

POLE-CIV

Chief Communications Officer	\$ 1,973.31	\$ 2,085.50	\$ 2,196.21	\$ 2,264.41
IDACS Coordinator	\$ 1,973.31	\$ 2,085.50	\$ 2,196.21	\$ 2,264.41
Communications Technician	\$ 1,691.59	\$ 1,787.77	\$ 1,882.49	\$ 1,941.31

SHIFT PREMIUM

2nd Shift	\$ 0.20
3rd Shift	\$ 0.35